

Leon Dayan, SBN 153162  
Abigail V. Carter\*  
Ramya Ravindran\*  
Lane M. Shadgett\*  
J. Alexander Rowell\*  
**BREDHOFF & KAISER P.L.L.C.**  
805 Fifteenth Street NW, Suite 1000  
Washington, D.C. 20005  
Tel. (202) 842-2600  
Fax (202) 842-1888  
ldayan@bredhoff.com  
acarter@bredhoff.com  
rravindran@bredhoff.com  
lshadgett@bredhoff.com  
arowell@bredhoff.com  
\*Application *pro hac vice* pending

Daniel Feinberg, SBN 135983  
Catha Worthman, SBN 230399  
Anne Weis, SBN 336480  
**FEINBERG, JACKSON, WORTHMAN  
& WASOW, LLP**  
2030 Addison Street, Suite 500  
Berkeley, CA 94704  
Tel. (510) 269-7998  
Fax (510) 269-7994  
dan@feinbergjackson.com  
catha@feinbergjackson.com  
anne@feinbergjackson.com

*Attorneys for Plaintiffs* (Additional Counsel not listed)

**UNITED STATES DISTRICT COURT**  
**NORTHERN DISTRICT OF CALIFORNIA**  
**SAN FRANCISCO DIVISION**

AMERICAN FEDERATION OF  
GOVERNMENT EMPLOYEES, AFL-CIO, *et al.*,

Plaintiffs,

v.

DONALD J. TRUMP, in his official capacity as  
President of the United States, *et al.*,

Defendants.

Case No. 3:25-cv-03070-JD

**DECLARATION OF COREY  
LANHAM**

Declaration of Corey Lanham  
Case No. 3:25-cv-03070-JD

**DECLARATION OF COREY LANHAM**

I, Corey Lanham, declare as follows:

1. I have knowledge of the facts set forth herein and, if called as a witness to testify to these facts, could competently do so.

2. I am the National Bargaining Director for California Nurses Association/National Nurses Organizing Committee/National Nurses United (“NNOC/NNU” or “Union”). I have worked at NNOC/NNU since 2003. I first worked as an organizer and then as a labor representative. In 2017, I became NNOC/NNU’s Mid-Atlantic Director, and in this position my duties included supervising of labor representatives responsible for the Union’s collective bargaining relationship with the Department of Veterans Affairs (“VA”). In 2022, I became NNOC/NNU’s National Collective Bargaining Director and remain in this position today. In this position, I have ultimate responsibility for the Union’s collective bargaining relationship with the VA.

3. Joseph Henry is NNOC/NNU’s Assistant Collective Bargaining Director for the VA Division. I am Mr. Henry’s direct supervisor. As Mr. Henry’s supervisor, I regularly receive reports from him, provide direction to him, review correspondence and other documents, and make decisions concerning matters affecting RNs employed at the VA. Mr. Henry works in NNOC/NNU’s headquarters located in Oakland, California.

4. NNOC/NNU is a labor organization and nonprofit corporation headquartered at 155 Grand Ave., Oakland, California 94612. NNOC/NNU represents approximately 140,000 RNs, including 90,000 registered nurses (“RNs”) employed in California.

5. NNOC/NNU’s mission is to improve RNs’ workplace standards through collective bargaining and to reform our national healthcare system so that all patients have access to safe and high-quality care, regardless of ability to pay.

6. NNOC/NNU bargains and enforces contracts with healthcare employers that include health and safety standards, adequate staffing, fair and equitable policies and procedures, sustainable wages, and protections for RNs as patient advocates. NNOC/NNU also provides expertise on nursing practice and industrial health and safety. NNOC/NNU advocates for preserving and improving our public health infrastructure.

1           7.     NNOC/NNU represents a bargaining unit of approximately 16,000 registered nurses  
2 (“RNs”) employed at the VA. These RNs work at 23 different VA facilities across 13 states.  
3 Approximately 1000 RNs employed at the San Diego VA are part of this bargaining unit. RNs  
4 with remote work arrangements are also in NNOC/NNU’s bargaining unit. This includes nurses  
5 who live and work in Alameda, Marin, and Santa Clara counties in California.

6           8.     NNOC/NNU and the VA are parties to a collective bargaining agreement covering  
7 these RNs. It has a term of May 26, 2023 through May 26, 2026.

8           9.     VA RNs represented by NNOC/NNU provide care to our nation’s Veterans,  
9 through a broad range of services, including but not limited to inpatient and outpatient services,  
10 care at and away from the bedside, working in units ranging from critical care units to in-home  
11 services, and also providing patient education. The RNs in NNOC/NNU’s bargaining unit are  
12 civilians.

13          10.    NNOC/NNU has vocally opposed Trump’s agenda by supporting the right to  
14 medical care for transgender patients and the right of patients to receive care in hospitals without  
15 threat of deportation. NNOC/NNU has been vocally opposed to gutting public health  
16 infrastructure, including the termination of federal health workers, cuts to Medicaid, and the  
17 confirmations of Robert F. Kennedy, Jr. and Mehmet Oz to critical health policy positions.

18          11.    NNOC/NNU has organized rallies of RNs to protest staffing cuts in the VA as well  
19 as cuts to Medicaid and Medicare, and has organized meetings with members of Congress on these  
20 issues.

21          12.    NNOC/NNU has filed approximately 18 grievances against the VA since January  
22 20, 2025. These include grievances over retaliation for union activity, discrimination, and  
23 unilateral changes to working conditions. This includes two national grievances filed over key  
24 Trump administration priorities: the cancelation of alternate workplace agreements and the “5  
25 bullet points” memo.

26          13.    On or about January 21, 2025, Trump issued a Presidential Memo on “Return to In-  
27 Person Work.” On January 24, 2025, Acting VA Secretary Collins issued a memo providing that  
28 the VA’s telework policy would be revised and that all VA employees would be required to work

1 at an agency worksite. The VA subsequently issued a bulletin on Return to In-Person Work,  
 2 setting forth timelines for terminating remote work agreements. Approximately 1,700 VA RNs  
 3 represented by NNOC/NNU have entered into alternate workplace agreements. They primarily  
 4 field calls from veterans who are seeking medical treatment and who do not live near a VA  
 5 hospital. On or about March 20, NNU/NNOC Assistant Director Joseph Henry, who works in our  
 6 Oakland, California office, filed a national grievance on this issue.

7 14. NNOC/NNU and the VA were scheduled to bargain over the return to in-person  
 8 work issue on April 2, 2025. Prior to bargaining, Agency Lead Ryan Fulcher emailed Joseph  
 9 Henry to cancel this bargaining session without explanation.

10 15. On February 22, 2025, RNs employed by the VA received an email from  
 11 [hr@opm.gov](mailto:hr@opm.gov) with the subject line "What did you do?" The body of the email said "Please reply to  
 12 this email with approx. 5 bullets of what you accomplished last week and cc your manager. Please  
 13 do not sent any classified information, links, or attachments. Deadline is Monday at 11:50EST."  
 14 That same day, Elon Musk Tweeted that "Failure to respond" to the email "will be taken as a  
 15 resignation." On February 28, 2025, OPM sent another email to VA RNs with the subject line  
 16 "What did you do last week? Part II," with similar instructions to the February 22 email, but with  
 17 the addition "Going forward, please complete the above talk each week." NNOC/NNU members  
 18 found the emails insulting and dehumanizing. RNs spend their days providing direct patient care at  
 19 the bedside of veterans. RNs chart all of their patient care in real time, in addition to providing  
 20 timely reports to supervisors, so the idea that they are required report their work tasks to an  
 21 anonymous email address under threat of termination is especially insulting. On or about March  
 22 21, 2025, NNOC/NNU Assistant Director Joseph Henry, who works in our Oakland, California  
 23 office, filed a national grievance on this issue.

24 16. The Trump Administration has already demonstrated its hostility toward VA RNs  
 25 who engage in concerted activity. In February 2025, approximately 20 RNs employed at the Hines  
 26 VA Medical Center in Chicago, IL, delivered a petition to their supervisor to raise concerns over  
 27 staffing and other safety concerns at the hospital. In an unprecedented move, several days after  
 28 the petition was delivered, at least six RNs were issued criminal citations and are being

1 prosecuted in federal court. The VA has never before responded to NNOC/NNU members'  
2 concerted activity by having them criminally prosecuted.

3 17. On March 27, 2025, I learned of an Executive Order entitled "Exclusions from  
4 Federal Labor Management Relations Programs," that purported to exclude hundreds of  
5 thousands of workers, including VA employees, from collective bargaining protections  
6 ("Exclusion Order"). I learned of the Executive Order through an article in the online political  
7 news magazine "The Hill." NNOC/NNU did not receive any prior notice of the Executive Order  
8 before it was issued. NNOC/NNU was not given an opportunity to rebut the national security  
9 assertion prior to the Executive Order being implemented.

10 18. On February 13, 2025, the Atlanta Regional Director of the Federal Labor Relations  
11 Authority ("FLRA") Brent Hudspeth scheduled a hearing in a pending representation case filed by  
12 NNOC/NNU. NNOC promptly began preparing for the hearing. On March 28, 2025, Regional  
13 Director Hudspeth sent a letter providing: "On March 27, 2025, President Donald J. Trump issued  
14 an Executive Order, Exclusions from Federal Labor-Management Relations Programs. As the  
15 Federal Labor Relations Authority examines the impact of the Order, YOU ARE HEREBY  
16 notified that I am postponing this hearing indefinitely." A true and correct copy of that letter is  
17 attached hereto as Exhibit A.

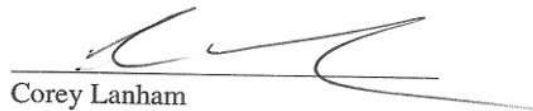
18 19. NNOC/NNU's members who work in VA hospitals have been very alarmed by the  
19 Exclusion Order, and responding to RNs concerns has taken considerable union resources since  
20 the order issued. This includes fielding questions from RNs about the Exclusion Order, developing  
21 a plan to advocate for the best possible outcome for members employed by the VA, and  
22 organizing, producing materials to communicate the Union's position on the Exclusion Order, and  
23 organizing a rally in opposition to the Exclusion Order. The staff and resources used in these  
24 efforts would otherwise be used to improve RNs' workplace standards, and promote safe  
25 conditions for nurses and their patients.

26 20. VA RNs do not provide care to active duty service members or perform any other  
27 service connected to national security. More than 48% of the patient population within the VA  
28 system have service-related disabilities. Nearly half (46.3%) of the patients in the VA system are

1 over the age of 65 and 84% are over the age of 45. This information is available in the National  
2 Healthcare Quality and Disparities Report: Chartbook on Healthcare for Veterans, available at:  
3 <https://www.ncbi.nlm.nih.gov/books/NBK578553/>.

4  
5 I declare under penalty of perjury under the laws of the Maryland that the foregoing is  
6 true and correct.

7 Executed on April 3, 2025, at Rockville, Maryland.

8  
9  
10   
Corey Lanham

# **EXHIBIT A**

**UNITED STATES OF AMERICA  
BEFORE THE FEDERAL LABOR RELATIONS AUTHORITY  
ATLANTA REGION**

Department of Veterans Affairs  
Tuscaloosa Veterans Affairs Medical Center  
Tuscaloosa, Alabama  
(Agency)

Case No. AT-RP-25-0008

and

California Nurses Association/  
National Nurses Organizing Committee,  
National Nurses United, AFL-CIO  
(Labor Organization/Petitioner)

**ORDER POSTPONING HEARING INDEFINATELY**

On February 13, 2025, I issued a Notice of Hearing in the above-captioned case. The hearing is scheduled for Tuesday, April 8, 2025 via Microsoft Teams. On March 27, 2025, President Donald J. Trump issued an Executive Order, Exclusions from Federal Labor-Management Relations Programs. As the Federal Labor Relations Authority examines the impact of the Order, YOU ARE HEREBY notified that I am postponing this hearing indefinitely.

Dated March 28, 2025

Federal Labor Relations Authority

/Brent S. Hudspeth/

Brent S. Hudspeth

Regional Director, Atlanta Region

Service Sheet



## SERVICE SHEET

I certify that on March 28, 2025, I served the parties listed below a copy of the **Order Postponing Hearing Indefinitely**, issued by Brent S. Hudspeth, Regional Director, by email.

Karen S. Rodgers, Esquire  
Human Resource Specialist (Emp Rel/Lab/Rel)  
VA Southeast Network (VISN 7)  
3700 Crestwood Parkway, Suite 220  
Duluth, GA 30096  
Karen.rodgers2@va.gov

Jesse G. Pooler Jr.  
Supervisory Employee and Labor Relations Specialist  
VA Southeast Network (VISN 7)  
3700 Crestwood Parkway, Suite 210  
Duluth, Georgia 30096  
Jesse.Pooler@va.gov

David Willhoite, Legal Counsel  
California Nurses Association/National Nurses Organizing Committee  
National Nurses United, AFL-CIO  
155 Grand Avenue  
Oakland, CA 94612  
dwillhoite@calnurses.org

Charlotte A. Dye, Deputy General Counsel  
Office of the General Counsel  
Federal Labor Relations Authority  
1400 K Street, Third Floor  
Washington, D.C. 20424-0001

**MELISSA  
HARDY** Digitally signed by  
MELISSA HARDY  
Date: 2025.03.28  
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